

Science. Education. Adventure.

ANNUAL REPORT

RIVERWATCH INSTITUTE OF ALBERTA 2019



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www.riverwatch.ca

FLOAT TRIPS ARE SOUGHT-AFTER ADVENTURES

"FULL STEAM AHEAD"

This report highlights the amazing programs, accomplishments and champions behind our work at the RiverWatch Institute of Alberta. If we thought that 2018 was a once-in-a-lifetime successful benchmark year, this look back at 2019 paints a picture of operations that were just as successful with the highest ever participation and revenues. It was all engines full steam ahead during 2019!



SUMMERTIME FRIENDS AND FAMILY TRIP ON THE RED DEER RIVER

25TH OPERATIONAL YEAR

Our longest running program was created for schools and began in May 1995 with teacher-now-Executive-Director Cal Kullman's students attending from Louis Riel School in Calgary. That first exciting trip was conducted with three rented rafts and borrowed water sampling kits to support the Alberta Education Science Nine curriculum unit "Environmental Issues". So successful were the first three years of school field studies, our efforts were recognized with the 1997 Prime Minister's National Award for Teaching Excellence. Now 25 years later and with all our operations vastly scaled-up, we've made it possible this year for more than 10,000 students from 149 schools in three cities to experience real-life science with all necessary backing from RiverWatch support staff, certified guides, Board of Directors, contracted services, funders and partners. It's been full steam ahead for a quarter century!

"Full steam ahead"

phrase

1. Moving as quickly and efficiently as possible; with all possible energy and determination.

PURPOSE

RiverWatch delivers science education, environmental awareness and outdoor adventures on and along Alberta's rivers and creeks.

MISSION

Through the use of river float trips, stewardship activities, portable water quality labs and other opportunities, program participants learn the science and importance of Alberta waterways.

VISION

By becoming more watershed knowledgeable, Albertans of all walks of life will better understand, enjoy and care for a sustainable environment!



WHAT IS RIVERWATCH?

The multiple award-winning RiverWatch Institute of Alberta is a registered Canadian Charity delivering four of Canada's best watershed education programs in three cities – the namesake RiverWatch School Afloat Program; CreekWatch Citizen Science and Stewardship; River Ambassador Summer Outreach and EcoFloats; and Youth Climate Leadership Conferences.

Our programs showcase rivers and creeks like nothing participants have ever seen before and create an experience they'll never forget! With a focus on science, technology, engineering and mathematics (STEM), all program participants explore their local waterway, with many having the opportunity to join a raft float trip. River rafting adventures take everyone into the natural world to experience an interesting mix of ecology, wildlife, history, geology, engineering, science, data collection and stewardship.

SAFETY

Safety is top priority for all our guides and participants. Guide training and any incident follow-up was overseen by Safety Consultant Mark Taylor of Rocky Mountain Paddling Centre, helping to ensure no student safety incidents required a call to Emergency Medical Service EMS 911. One student overboard incident did occur in the spring season and that student was quickly recovered back into their raft.



GUIDE TRAINING WITH SAFETY CONSULTANT MARK TAYLOR



GUIDES PRACTICE PASSENGER RESCUES

STAFFING

All RiverWatch Institute programs operate out of Edmonton and Calgary under the management of three full-time staff augmented by seasonal and part-time river guides.

Strategic guidance and financial oversight were provided by a nine-member Board of Directors meeting quarterly.

- The fulltime Management Team consisted of Executive Director Cal Kullman, Business Manager Andrea Myers and Citizen Science Coordinator Reed Froklage.
- Spring School Program employed 17 seasonal guides; the Summer Programs 10 guides; and the Fall School Program 14 guides.



CAL KULLMAN, ANDREA MYERS AND REED FROKLAGE

CONTRACTED SERVICES

RiverWatch is a small organization undertaking a big operation, and the external contracted services we required included:

- Rocky Mountain Paddling Centre staff Mark Taylor and Randy Clement delivered guide training and safety oversight.
- Retired Teachers Ian Strachan and Al Borkent coached new river guides in curriculum content, teaching techniques and message delivery.
- Paragraphics Ltd. Mike Fillinger provided graphic design for banners and publications.
- Web3 and Chihiro Okamoto handled our website services.
- Paradise Truck and Trailer, Beothuk Trailers and Diamond International delivered our bus and trailer maintenance and inspections.
- Catalyst LLP provided our year-end financial services.

BOARD OF DIRECTORS

The RiverWatch Board of Directors operated with nine Shareholder/Directors holding quarterly meetings in Red Deer. Director Chris O'Brien stepped out from the Chairman role and Director Kyle Fawcett became this year's Chairman. Four directors hailed from Edmonton; four from Calgary; and one from Red Deer. All the Director's time, expertise, highway driving and eight-hour days to attend meetings were much appreciated!

> Kyle Fawcett, Chairman Mike Tyler, Vice Chairman Chris O'Brien, Past Chairman Joanne Steinmann, Secretary Al Borkent, Treasurer Kathy Barnhart Geoff Heise Chris Bjornson Cal Kullman



BOARD OF DIRECTORS MEETING IN RED DEER

RIVERWATCH SCHOOL AFLOAT SCIENCE PROGRAM

RiverWatch School Programs continued to be the most-used environmental field studies available to Alberta secondary science students. Since 1995, nearly **150,000 participants** have spent a 6-hour school day aboard our rafts equipped with portable water quality laboratories. RiverWatch real-life science experiences are in high demand by Alberta teachers!



STUDENTS RECORD THEIR WATER QUALITY MEASUREMENTS



EVERYONE HAS A JOB TO DO AT SHORELINE TEST SITES



STUDENTS CAN BE ON RIVER IN NINE RAFTS PER DAY

SUCCESS BY THE NUMBERS

RiverWatch School Programs had a stellar 25th operational year as highlighted by:



51,735 hours of environmental science



10,347 school participants (up from 8,825 in 2018)





681 raft trips (up from 650 in 2018)







10 current supporters



TOURING A WASTEWATER TREATMENT PLANT IS AN EYE-OPENING EXPERIENCE

STEM EDUCATION

STEM is a curriculum-based concept of educating K-12 students in four specific disciplines — science, technology, engineering and mathematics — using an interdisciplinary and applied approach. STEM is at the heart of RiverWatch School Programs, and the importance of this focus was acknowledged with receiving the 2017 NSERC National Award for Science Promotion.

OPERATIONS

School Programs in 2019 were conducted with an inventory of two equipment buses, 15 rafts and 32 portable water quality labs. Programs were conducted with eight rafts daily in Calgary and four or five daily rafts in Edmonton. River access points in both Edmonton and Calgary required some adaptation to work around various ongoing construction projects.

Edmonton and Calgary school programs benefit from collaborations with municipal wastewater facilities in each major city. RiverWatch has two long-standing and muchappreciated partnerships that store our river equipment and make it possible to deliver walking tours at both the Edmonton EPCOR Gold Bar Wastewater Treatment Plant and the City of Calgary Bonnybrook Wastewater Treatment Plant. We take our students to all the best places with all the best people!

CHALLENGES

We had great weather for early April guide training, but after that, we were dealing with all the usual troubleshooting common to outdoor programming. Some of our RiverWatch operational challenges for 2019 included:

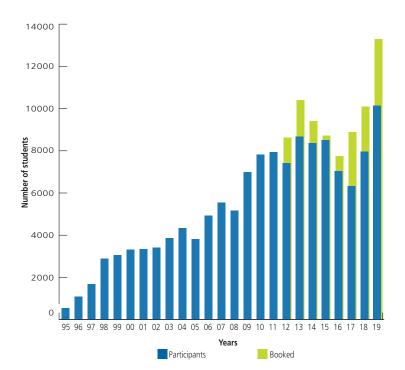
- weather cancellations and re-bookings (Calgary 6 days; Edmonton 5 days)
- shoreline construction and access constraints (Calgary 2 sites; Edmonton 3 sites)
- participant overboard and changed into dry clothing to finish the trip (1 student)
- rafts brushed against bridge pillars (Calgary 2 times)
- equipment bus breakdown (Edmonton 1 day)
- high summer river flows (Edmonton June-July)

PARTICIPATION

Overall, 2019 student participation was up 17% over the previous year. This increased participation was due in no small part to concentrating Calgary spring trips into May to avoid any June high water cancellations, and for the first time, Calgary school programs were started two weeks earlier than in any past years (April 15th).

RiverWatch School Programs were delivered in Edmonton, Calgary and Red Deer with major enrolments this year from Calgary Board of Education schools (3945 students or 42% of overall participation) and Edmonton Public Schools (1451 students or 15% of participation). A total of 15 school jurisdictions were represented in our 2019 schedules.

This year's student attendance was part of a three-year rebound following several years of decline associated with problematic weather and Alberta's economic downturn. For the first time in 2019, participation broke the 10,000-student mark. Initial bookings are an early indicator of interest but always exceed actual attendance numbers, and this can be attributed to poor weather and high river flows that cancel trips, along with some student disinterest, illness, appointments, sports or affordability concerns.





RIVER RAFTING IS THE SPICE THAT MAKES EACH SCHOOL TRIP AN ADVENTURE

TEACHER FEEDBACK

Teachers overwhelmingly have rated their school program experience as excellent. This takes into account all schools that are new to the program, along with the many who have continued with us over the years. Along with suggestions for improvements, teacher feedback is an important guidepost – those that give excellent ratings invariably re-book for the following year and, equally important, recommend RiverWatch to their colleagues and suggest ways to continually improve the program.

- This trip was again terrific! We look forward to booking it next year. Edmonton
- We had, as usual, an amazing time with RiverWatch! I would rate it 5/5! So informative, engaging, hands on, education. Loved every second. Thanks so much and all the best. **St. Albert**
- The RiverWatch trip was fantastic. The students really were able to get a better appreciation of the river and its diversity by being in the water. The guides were very informative and kept safety a priority, which made my life easier. Edmonton
- It was a fabulous, curriculum relevant day. Students were engaged in the hands-on activities on shore as well as the informative "Did you know" Q&A questions while paddling. The whole day was extremely well organized from drop-off to pick-up. Calgary
- It was awesome! The weather was great, the science was spot on, the tour was informative... and our guide was fantastic and kept the kids engaged the whole time! I would rate our day as excellent, 5/5. Edmonton
- We had a great day. The level of instruction from the guides was excellent and the students had an informative and enjoyable time. We're looking forward to next year! Thanks for offering such a great program. Edmonton
- It was a great experience for our students to see real life examples of the concepts in biodiversity that we have been studying in class. Many of our students had never been on the Bow River and were amazed at how fun it was to learn how to paddle and raft. The guides were very knowledgeable and were able to engage the students throughout the day. Calgary

- As always, we had a great day. The students learned a lot and our guide did an amazing job incorporating the Biogeochemical cycles for us. Even after touring the waste treatment plant for six years I learned new things. The students had a great time and always enjoy the rafting and looking at the invertebrates. I would rate our overall day as excellent. We will be booking again next year. Bassano
- I just wanted to pass along a huge thank you to you and your crew! The students and instructors all had a great experience and learned a lot. Everyone was busy chatting on the bus ride back talking about what aspects they want to learn more about. This experience was an amazing start to the year. An extra thank you to our guides for fielding questions and allowing us instructors to also contribute to some of the topics and sites along the river. Thanks again RiverWatch! Calgary
- It was a fantastic field trip. We were lucky to be on the river on the only warm and clear day of the week. Our guides were very knowledgeable. It was nice to learn all the science and social connections about flow, measurements of flow, evidences of increase and decrease through the season, inside and outside bends of the river erosion and deposition, micro-climates, different vegetation on the two banks, waste treatment etc. The kids thoroughly enjoyed their day. I would rate the day as excellent (5). Thank you and your team for such an awesome program! Edmonton
- It was fantastic! As always, the guides were wonderful. • Junior high can be a tricky age but your staff know how to promote good behaviour without threats or overly sarcastic remarks. Makes for a happy learning environment and an enjoyable and memorable day! As a teacher, I love seeing all of the concepts from our unit (and previous years) come together in one single day. The level of science instruction is right where it needs to be for grade 9. Our kids are book-smart, and need this opportunity to experience what they're learning. The discussions we will have in class over the next few weeks will be much richer, and the students can draw on their memories and experiences they had. Overall a 5 out of 5! Our teachers fight for the opportunity to chaperone the trip as everyone has heard how great it is! Thanks to you and your staff for being such a class-act! Edmonton



TEACHERS APPRECIATE THE OPPORTUNITY FOR REAL-LIFE LEARNING

GUIDE FEEDBACK

As important as feedback is from teachers and parents, we also value feedback from those directly in contact with students and teaching staff – our RiverWatch guides. We have been fortunate over the years to have drawn from applicants with diverse science and outdoor educational backgrounds, as well as benefitting from experienced guides returning year after year.

Our river guides overwhelmingly have rated their seasonal employment experience as excellent. This takes into account all guides that are new to the program, along with the many who continue with us over the years. Along with suggestions for improvements, guide feedback is an important guidepost — those that give excellent ratings invariably re-commit for the following seasons and, equally important, recommend our employment opportunities to their friends.

- Beyond excellent. The amount of training received really built up my confidence for the job. I initially thought this would be a 'fun' seasonal job, which would also be a great resume builder. But this has proven to be the most rewarding work I have ever been involved with. I can't say enough good things about the program. I have had three people who know me well say that they have never seen me more excited talking about anything before. So, THANK YOU!
- A very big whirlwind, full of hard work and quick pace. But after the first few days of being with schools, I've really gotten the hang of it, and it is quite an enjoyable fast paced experience. So hard, exhausting, challenging at times, but overall a good amount of satisfaction with what being a guide with RiverWatch is all about.



CREEKWATCH COMMUNITY VOLUNTEERS COLLECT WATER QUALITY DATA

CREEKWATCH CITIZEN SCIENCE AND STEWARDSHIP PROGRAM

CreekWatch Citizen Science allows corporate and community adult volunteers to answer the question "*How healthy are our local stormwater creeks*?" Through CreekWatch, community and corporate adult volunteers become more knowledgeable and engaged concerning the health of their local creeks. We don't tell volunteers how healthy their creek is – instead, we provide them with the support and tools to research and discover answers on their own. Notable accomplishments this year included:

- This 5th year of CreekWatch community-based environmental monitoring was another great success, made possible by volunteers, our anchor funder HSBC, and additional support from Dream Development, Invistec Consulting, Raywalt Construction and Park Paving.
- Our eyes-on-the-ground once again discovered and reported a plastic pellet spill, this time in Edmonton's Gold Bar Creek. The industrial release of plastic pellets highlights the stormwater motto "Only rain should go down the drain." The plastics manufacturer in this incident received advice from EPCOR Drainage and took steps to better maintain and contain surface materials at their yard location.
- Two stewardship events were held in each of Edmonton and Calgary with enthusiastic employees from HSBC. There was a total of 27 HSBC employees across both cities, who came together to plant 250 native trees and shrubs at local riparian areas.
- Of special note, CreekWatch volunteer Giang Nguyen with Dream Development, gave CreekWatch a kind shoutout in his recognition as one of Avenue Magazine's Top 40 Under 40. Congratulations, Giang, and thanks for going the extra mile!
- For the first time, CreekWatch published fifteen year-endreports to showcase data collected for each individual creek in preparation for public viewing on World Water Day (March 22, 2020).

CREEKWATCH BY-THE-NUMBERS 2019



3,053 water quality data points



317 hours spent sampling



71 active volunteers

site visits



15 creeks across Alberta

⁶⁶ THIS IS SUCH A GREAT EXAMPLE OF THE IMPORTANCE OF COMMUNITY-BASED ENVIRONMENTAL MONITORING. THANKS FOR ALL THE WORK THAT YOU DO!³³

KATE MINSON MANAGER, COMMUNITY INVESTMENT CORPORATE SUSTAINABILITY HSBC BANK CANADA

RIVER AMBASSADOR SUMMER OUTREACH AND ECOFLOAT PROGRAM

In its third year, River Ambassador Summer Outreach was a helpful presence in 30 urban parks in three cities, engaging 6,000 citizens in conversations to better understand, appreciate and experience their urban natural areas and rivers.

- During June, ten expert advisors with City of Calgary, City of Edmonton, EPCOR Drainage, Alberta Environment and Parks kindly donated their time and expertise to help train six River Ambassadors.
- During the months of June-August in Calgary and Edmonton, our Ambassador staff were available at park pop-up booths to engage more than 3700 members of the public and answer river-related questions.
- More than 1100 members of the public were able to participate in 85 Eco-Float Trips that introduced young and old to 3-hour river adventures that make our cities such great places to live.
- The one major challenge this year was highwater flows in Edmonton during July and the resulting delayed start of EcoFloat trips.



PUBLIC ECOFLOATS BRING A DIVERSE AUDIENCE OUT TO LEARN ABOUT THEIR RIVER

EcoFloat participants had great things to say after their 3-hour guided river adventures:

- We really enjoyed the experience, and so did our 8-yearold granddaughter. Our guide was very knowledgeable and likeable too. I especially enjoyed the discovery that this 75-year-old can still paddle with no issues and even help lug the dinghy up the slope at the end of the trip! I would recommend this eco-float to anyone. Edmonton
- Our guide was exceptionally excellent! This was our first time on the river. We thoroughly enjoyed it, as did our 7 year-old grand-daughter who came with us! The experience has given us an interest in pursuing further river activities. Thank you for the opportunity! Edmonton
- I absolutely loved it! And so did my family!! In fact, one day I went with my two daughters, my sister and niece. The next day I did it again with my youngest daughter and my son and his girlfriend. It was a wonderful experience for all of us! Thank you!!!! Edmonton
- We had a great time. This was our second year doing the float, and we brought along two more families to join us for the fun this year. Calgary
- I really enjoyed this trip. This trip introduced the searching for invertebrates, which was very educational for the kids. Thank you for such a wonderful adventure. Calgary
- The EcoFloat was phenomenal. I learned a lot, had fun and really appreciate the opportunity to start the grandchildren thinking about protecting our waters. I also appreciate the fact that it is at no cost so everyone can afford to go and learn about our river. **Calgary**
- I am so grateful for this program. I had the most amazing time and the young lady who guided us was simply fantastic! Thank you all so much, I would do this again and again! Calgary
- Awesome program!!! Our guide was so passionate and knowledgeable. I've recommended this to a lot of other people but there doesn't seem to be any more availability. Hopefully, the city can fund this more. Knowledge is power and together we can all make a difference. :) Calgary

YOUTH CLIMATE LEADERSHIP PROGRAM

The 2019 RiverWatch Climate Program was a secondyear project to integrate a climate focus into long-standing RiverWatch science teaching resources, field studies and youth conferences. RiverWatch has been long-known for providing full-day STEM field studies delivered by river raft, and with delivery of this program, we have a new, updated version RiverWatch School Programs that are now 'climate-enhanced'.

In addition to a new climate focus during school science programs, approximately 240 students and their teachers were invited back for an amazing climate conference hosted in both Calgary and Edmonton. Funding for the climate conference was provided by **Alberta Environment and Parks Climate Change Office** and **City of Calgary**. In-kind facility contributions were provided by **EPCOR** and **City of Calgary**.

Climate education accomplishments in both Calgary and Edmonton for this year included:

- Months of operation were doubled (six months instead of three) over the preceding year.
- Student participation was doubled (10,000 instead of 5000) over the preceding year.
- Staff in-service was doubled (32 RiverWatch guides instead of 16) over the preceding year. (Apr, Sept)
- Updated resource materials were used in training 32 staff in two cities consisted of climate-focused, city-specific 75-pages each (July-Aug)
- Updated field training was implemented for 32 RiverWatch staff in two cities for climate-focused, cityspecific 8-10 km river tour.s (Apr, Sept)
- Updated field studies were delivered for 10,000 RiverWatch students in two cities incorporating climatefocused interpretation and discussion during 60 days of 8-10 km river tours (Apr-June; Sept-Oct)
- Second Annual Youth Leadership Conferences were held with a climate focus city-specific to Edmonton and Calgary for 240 secondary science students with contributions from eight municipal subject matter experts (Nov-Dec)
- Creation of three PPT resources focused on river engineering, climate science and student action projects are now available for future staff training and student conferences.



YOUTH CLIMATE CONFERENCES BRING TOGETHER REPRESENTATIVES FROM SCHOOLS ACROSS THEIR CITY

We are grateful for organizations like RiverWatch, which encourage young Albertans to think critically about our shared environment and our natural resources. I appreciate RiverWatch's commitment to ensuring that Albertans continue their long history of environmental stewardship. All Albertans have a role to play in ensuring stewardship of our local watersheds and riparian habitats. Young Albertans such as yourselves are the future of our province and are the ones who will continue Alberta's legacy of environmental stewardship. Thank you for your dedication, and have a great conference.

WELCOME MESSAGE HONOURABLE JASON NIXON MINISTER OF ENVIRONMENT AND PARKS

SPECIAL EVENTS

RiverWatch helped deliver several special events in Edmonton, Calgary and Red Deer, including:

- EPCOR Helping Hands Tree Planting Day, Edmonton (May)
- NSERC Science Odyssey EcoFloat Trips in Edmonton and Calgary (May)
- Brisbane, Australia Family Tour, Edmonton (Aug)
- EPCOR RiverFest, Edmonton (Aug)
- City of Calgary Water Services Bioengineering Tour (14 guests, one raft, Aug)
- City of Calgary Bonnybrook Wastewater Treatment Plant D Construction Team Float (20 guests including Graham Construction, 2 rafts, Aug)
- NOVA Chemicals Employee and Family Float, Red Deer (Aug)
- SAIT Integrated Water Management Diploma Course (30 students/instructors, two rafts, Sept)
- Alberta Chemistry Days Keynote Address, Edmonton (Oct)
- Rega, Latvia City Planning Tour, Edmonton (Oct)
- Lower Elbow River Brown Trout Redd Survey, Calgary (Nov)



STUDENTS ACCOMPANYING A RIDE-ALONG GUEST FEEL IT'S A SPECIAL DAY

SPECIAL GUESTS

RiverWatch welcomed and raft-toured several special guests in Edmonton and Calgary, including:

- Adrianne Lovric, Dow Chemical Geographic Communications Manager, Public Affairs
- Calgary City Councillor Shane Keating
- Danita Maslankowski, Writer and Creative Education Consultant
- Angela Driscoll, Oceanbridge
- Sadie Caron and Rachel Stefaniuk, North Saskatchewan Riverkeeper

SPECIAL PROJECTS

RiverWatch participated in two special projects in Calgary, providing expertise and/or financial support to:

- Calgary Ogden Bridge River Access
- Calgary Bioengineering Demonstration and Education Project

FUND DEVELOPMENT

Basic school program fees remained at **\$38/student** with a small number of socially and economically vulnerable schools receiving a special subsidy at more affordable rates of \$10-25/ student. Affordable fees and all programs were made possible by our 20 funders, with contributions increasing by \$8513 (2%) over the previous year. Additionally, ten supporters continued to assist with our base of operations, park amenities, river access, equipment supply and wastewater tours.

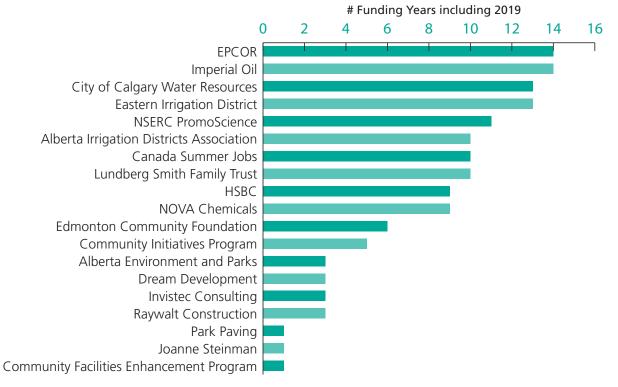
THE BOW RIVER THAT YOU USE TO PROVIDE INCREDIBLE ORIENTATION TO COUNTLESS STUDENTS AFFORDS SO MANY BENEFITS TO SOUTHERN ALBERTA THAT I DON'T BELIEVE ANY OF US CAN REALLY GRASP THE ENORMITY OF THE IMPACT.³³

BOB CHRUMKA DIRECTOR EASTERN IRRIGATION DISTRICT

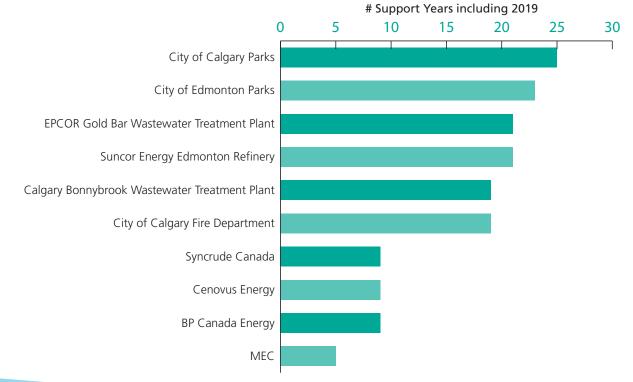
⁶⁶ THANK YOU FOR ALL THE GREAT WORK YOU AND THE RIVERWATCH TEAM DO TO CONNECT PEOPLE IN THE REGION WITH THE NORTH SASKATCHEWAN RIVER.⁹⁹

KAREN REITER-STECYK COMMUNITY RELATIONS ADVISOR IMPERIAL — STRATHCONA REFINERY EDMONTON

RIVERWATCH CURRENT FUNDERS



RIVERWATCH CURRENT SUPPORTERS



Donations >1

School Fees 46%

FINANCES

Overall, RiverWatch revenues (\$858,857) and expenses (\$809,847) were the most notable in RiverWatch's 25-year history. Grants (\$465,286) and school fee revenues (\$379,798) increased, and the year finished with modest retained earnings (\$49,000).

FINANCES	2019	2018	% DIFF
Total Revenue	858,857	800,693	7
Grants	465,286	458,830	1
School Fees	379,798	334,428	14
Total Expenses	809,847	691,935	17
Net Income	49,000	108,758	-55

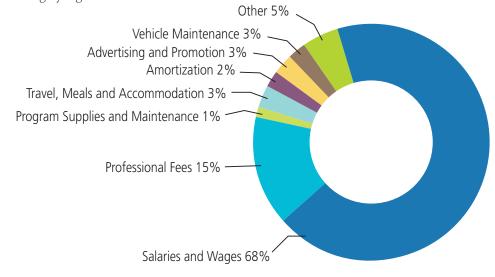
Grants 32%



RiverWatch strives to keep student fees affordable by seeking corporate, grant or individual donations. The ratio of all subsidy donations (53%) to student fee revenue (46%) helps ensure that programs are affordable to students and their families.

EXPENDITURES

Salaries and wages continue to be the largest expenditures, consistent with RiverWatch as a service provider with a low instructor to student ratio utilizing thirty-two seasonal guides. In this year, professional fees became the second largest expenditure, specifically with a one-time-only grant payout for construction support of the new Calgary Ogden River Access.



Corporations 21%

THANK YOU, CURRENT FUNDERS!

In the twenty-five continuous years RiverWatch has operated in Alberta, nearly 150,000 students have undergone a RiverWatch education, opening their eyes and minds to the vital importance of rivers and watersheds. Our program participants are better equipped as citizens to be aware of watershed issues, stewardship opportunities and career pathways. We accomplish all this with the generosity of our funders and supporters. Staff and Directors extend a big thank you to:



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MISSION

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